



## William H. Foster

Shareholder

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## Focus Areas

Discrimination and Harassment  
Unfair Competition and Trade Secrets  
Workplace Safety and Health (OSHA & MSHA)  
Hiring, Performance Management and Termination  
Wage and Hour  
Corporate Compliance and Ethics  
Leaves of Absence and Disability Accommodation

## Overview

William H. Foster focuses his practice on issues of employment law, human resources, employee benefits and immigration on a local, regional and national basis. He advises and defends employers in employment-related matters, including:

- Discrimination and retaliation under federal and state equal employment opportunity laws
- State common law wrongful discharge
- Non-compete and trade secrets agreements and related litigation
- Employee benefits litigation under ERISA
- Immigration compliance
- Contract disputes
- Corporate investigations and risk management
- Allegations of sexual abuse

Bill's extensive experience includes numerous employment law and employee benefits class actions. He has defended clients in jury and non-jury cases in state and federal courts in South Carolina, North Carolina, Tennessee and Georgia.

Prior to joining Littler, Bill led the employment practice of a large South Carolina firm. After law school, Bill clerked for the U.S. District Court for the District of South Carolina.

Bill is a frequent lecturer for both industry and legal forums.

## Professional and Community Affiliations

- Member, Executive Committee, Blue Ridge Council of Boy Scouts of America
- Member, Leadership Greenville
- Past Chair, Greenville Events

## Recognition

- Named, The Best Lawyers in America®, 2009-2023
- Named, America's Leading Lawyers for Business, *Chambers USA*, 2007-2020
- Named, Legal Elite of the Upstate, Labor and Employment Law, *Greenville Business Magazine*, 2013, 2015-2017, 2019
- Named, Super Lawyer, South Carolina, *Super Lawyers*, 2009-2017

## Education

J.D., University of South Carolina, School of Law, 1993, *magna cum laude*

B.A., Furman University, 1990

## Bar Admissions

South Carolina

## Courts

U.S. Court of Appeals, 4th Circuit

U.S. District Court, District of South Carolina

## Publications & Press

**Littler Ranked in Chambers USA Guide 2022**

*Littler Press Release*

June 1, 2022

**Increased Liability for Subcontractor's Injured Workers**

*Industry Today*

April 19, 2022

**South Carolina Supreme Court Upholds Governor's Early Termination of Federal Unemployment Benefits**

*Little ASAP*

October 15, 2021

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

**Rebuilding America: The Potential Impact of President Biden's Infrastructure Plan on South Carolina's Businesses and Workforce**

*Association of Corporate Counsel South Carolina*

June 30, 2021

**Littler Ranked in Chambers USA Guide 2021**

*Littler Press Release*

May 27, 2021

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

**City of Columbia, SC Clarifies Coverage of Criminal Records and Salary History Ordinance**

*Littler ASAP*

February 10, 2020

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Littler Press Release*

August 15, 2019

**Littler Ranked in 2019 Chambers USA Guide**

*Littler Press Release*

April 25, 2019

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

**South Carolina Human Affairs Commission Releases Pregnancy Accommodations Poster**

*Little ASAP*

August 10, 2018

**South Carolina Passes New Pregnancy Accommodations Act**

*Little ASAP*

May 29, 2018

**Littler Ranked in 2018 Chambers USA Guide**

*Littler Press Release*

May 15, 2018

**Littler Adds Shareholder William Foster and Opens Greenville, South Carolina Office**

*Littler Press Release*

March 2, 2018

**Tap-dancing in the Minefield: Handling on the Job Injuries Under the ADA**

*FMLA and Workers Compensation*

February 2008

**Stress and Mental Disorders in the Workplace: Increased Focus Under the Americans with Disabilities**

*South Carolina Lawyer*

July/August 1996

**Speaking Engagements**

**2022 Carolinas Regional Employer Conference**

Charlotte, NC

September 8, 2022

**Littler Greenville Roundtable: What to Expect in 2021**

Greenville, SC

April 27, 2021

**2020 Year in Review and What to Expect in 2021 in North and South Carolina**

December 1, 2020

**COVID-19 FAQs with Littler**

Greenville SHRM Webinar

April 9, 2020

**Breaking Up is Hard to Do: Managing the Challenges That Arise When the Employment Relationship Ends**

2020 ACC-SC Winter Meeting, Greenville, SC

February 28, 2020

**The Time is Now to Plan for AI & Robotics to Improve Your Company's Hiring Learning Security Productivity & Morale**

Association of Corporate Counsel South Carolina Annual Meeting, Charleston, SC

September 23, 2019

**Back in Black II, The South Carolina Year in Review**

South/North Carolina Bar Labor & Employment Sections Law Joint Annual Meeting

Fall 2013

**We're From the Government and We're Here to Help: Recent Developments in Employment Law under the Obama Administration**

SC Defense Trial Attorneys Association

April 15, 2010

**Send Lawyers, Guns and Money, the Poop Has Hit the Fan: Current Trends in Employment Law**

South/North Carolina Bar Labor & Employment Sections Law Joint Annual Meeting

October 15, 2008

**Key Employment Decisions of the United States Court of Appeals for the Fourth Circuit, South Carolina Courts**

South Carolina/North Carolina Employment Law Annual Bar Meeting

July 15, 2004